

From the Desk of the Editor-in-Chief

"Small faiths will take you to heaven but great faiths will bring heaven to you."

Bernard Dunham.

Lok Sabha Elections in India are announced and search of a secular leader for secular India has begun. India is a land of different religion, castes, creeds and faiths. Lot of decisions taken in Indian republic are affected by different doctrines and practices of religions. However if religion were not at the root of the Indian psyche, we would not be facing the grim chaos of religious alienation in our country. We are suffering precisely because religion which is supposed to unite man and God has divided us so tragically. Neither secularisation nor industrialisation has, as yet, sidelined religion in our collective ethos. The religious genius of India, rather than adjust itself to secularism, has brought about its redefinition in our multi-religious context. To us, the domain of the Spirit, as Swami Vivekananda argues, has been a sphere of pure freedom; Indian spirituality is an inspired protest against confining God to places of worship.

Decision making for and in Leadership at times deals with the concept of Spirituality. Time and again, people in leadership roles across globe show increasing interest in integrating spirituality and management. This integration offers, a source of enduring meaning in turbulent times. Their interest is important because for many, integrating spirituality and work brings profound meaning to their jobs as managers. It brings their deepest values to bear on their work and so offers a promise of equally deep fulfilment. Leaders committed to spirituality share some similar concerns, despite their different religions and spiritual paths.

Though basic definitions of Spirituality originate from the concept of religion, yet religion is not synonymous with spirituality. An institutional connotation, It meant practicing rituals, adhering to dogma, and attending services. Spirituality... had more to do with life's deeper motivations and an emotional connection to God

Preaching by a CEO, printing religious slogans on company order forms, witnessing to customers, turning down a job offer in an industry proscribed by one's religion, striving to be compassionate with one's subordinates, making work a form of service, hiring a New Age management consultant who derives management principles from an Eastern mystic, trying to work in a meditative state of consciousness, studying the Bible instead of Harvard Business Review in order to learn how to run a business: these are behaviours of managers who want to make their work lives more spiritually meaningful. Some major ingredients to implement Spirituality at work place are Compassion (a feeling of deep sympathy and sorrow for another who is stricken by misfortune, accompanied by a strong desire to alleviate their suffering), Right Livelihood, Selfless Service (There are many workaholics who think that they are giving 'selfless service' because their sense of self is confused with their job and they are working out of fear and a need to control) and Work as Meditation.

There are many good reasons to study spirituality and management: the influence which it has on managerial behaviour is one and the prospect of more spiritually meaningful work is another. The approach of looking for common themes among different spiritual traditions is one that is useful in an increasingly spiritually diverse workplace. There is a more personal reason I chose to write on this topic as well. I care more about the sacred than the secular aspect of spirituality because I assume that if a higher power exists, this higher power probably has some important things to tell us about how to live our lives--including our lives at work. I look for themes common to many spiritual traditions because I believe that they provide clues as to how to live in harmony with the Divine.

I have an ardent hope you will enjoy reading all the articles of the present issue. Looking forward for your valued comments.

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